



World's Greatest City of the Arts and Outdoors



City of Eugene Police Auditor

THE COMMUNITY

Home to 146,160 people, Eugene is Oregon's third largest city. The community covers 41.53 square miles, with the Willamette River running through the heart of the City and the McKenzie River joining the Willamette just north of town. The City is surrounded on three sides by hills, is midway between the Pacific Ocean and the snow-capped Cascade Mountains, and offers residents an outstanding quality of life and a wide variety of recreational opportunities nearby, including rafting, fishing, golfing, hiking, skiing, and beachcombing. Eugene's climate, with an average of 53 degrees, is one of the City's attractive features.

Eugene is well-known as the home of the University of Oregon. With 20,000 students and over 6,000 employees, the University plays a major role in the community, as does Lane Community College. The employment base has become increasingly dominated by services, trade, and government, and less reliant on the timber industry. Eugene has a well-educated labor force with nearly 35% of the adult population having completed four or more years of college.

Eugene is a friendly, progressive community with residents who are active and concerned about quality of life issues. The University brings a more cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. The City's Hult Center for the Performing Arts, recognized as the finest facility of its type in the state, brings renowned entertainers to the community throughout the year. It is home to seven resident companies: Eugene Symphony, Opera, Ballet, and the internationally acclaimed Oregon Bach Festival. Many residents are health and fitness oriented, and Eugene was recently awarded the Olympic Trials for Track and Field in 2008. Overall, Eugene is an attractive community with quality schools, a beautiful environment, a temperate climate, and a diverse, dynamic culture.



THE ORGANIZATION

In 1944, the citizens of Eugene adopted a council/manager form of government. In this form of government, the City Council develops legislation and policies to direct the City. The City Manager, hired by the City Council, oversees City of Eugene personnel and operations and carries out the City Council's direction.

The Mayor serves as the City's political head and chairperson of the eight-member Council. The Mayor, elected by the city at large on a nonpartisan ballot for a four-year term, is the formal representative of the City. The Mayor presides over City Council meetings, and votes in the case of a tie vote of Council members. The Mayor can veto any decision, but can be overridden by a two-thirds vote of the Council. Councilors are elected by ward on a nonpartisan ballot to four-year staggered terms.

Eugene has over 1,400 employees and a \$450 million total budget. The City of Eugene provides services through six departments:

- Central Services
- Fire & Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works

The Eugene Police Department

The Eugene Police Department serves all city residents, as well as the region through its 9-1-1 Communications Center. The Department has over 300 employees and a budget of \$36.3 million in FY2005. Approximately 180 sworn officers work in patrol, investigations, traffic enforcement and administrative positions, while 120 civilian employees work in records, communications, and administrative and support positions. These employees are distributed through the Department's four divisions:



Patrol and Special Operations, Investigations, Operations Support, and Technical Services. The majority of line employees are represented by the Eugene Police Employee Association (EPEA). In a typical day, Eugene police officers are dispatched to about 300 calls for service.

THE OVERSIGHT SYSTEM

Eugene City Council recently adopted a hybrid oversight system that consists of both a full-time professionally-staffed Auditor's office and a Civilian Review Board. The role of the Auditor's office is to provide a neutral location to lodge complaints and to actively monitor on-going internal affairs investigations to ensure objective, thorough and high quality investigations. The Auditor identifies policy, practice and training concerns to promote organizational changes that improve police services to the community and reduce risk and liability to the City.

In addition, a Civilian Review Board, consisting of five to seven community members, will oversee the work of the Auditor's office. The role of the Review Board is to evaluate the case handling decisions and investigative recommendations for the Auditor's office and, in situations that meet pre-established criteria, assess how complaints are being investigated and responded to. By involving community members in the review of complaints, the Council hopes to enhance the transparency and public understanding of incidents under investigation, and, over time, to increase the trust and credibility in the complaint process. More information on the system is available on the Police Commission page of the Eugene Police Department website.

THE POLICE AUDITOR

The Police Auditor is a newly created position that will be hired by and report to the City Council, as established by the Eugene electorate through a revision to the City Charter on November 8, 2005.

The Police Auditor provides independent, external oversight of investigations and complaints involving police department employees. The Auditor's responsibilities include receiving complaints, monitoring or participating in internal investigations to ensure objective, thorough and high quality investigations, and preparing reports on complaint trends and police practices in general. S/he promotes organizational changes to improve police services and community relations by identifying, analyzing, and making recommendations regarding the complaint investigation process and policies, practices and training. The Auditor provides staff support to the Civilian Review Board appointed by the City Council. Two additional staff are proposed for the Auditor's office.

The Auditor's first responsibility will be to develop policies and procedures for the operations of the Auditor's office, and to assist the Council in the establishment of a Civilian Review Board.

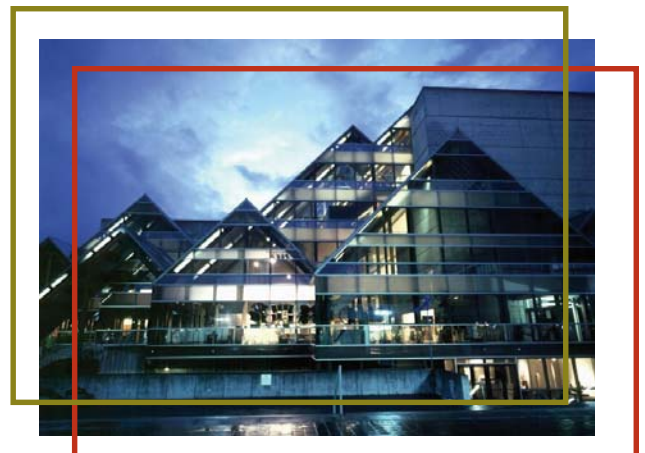
THE IDEAL CANDIDATE

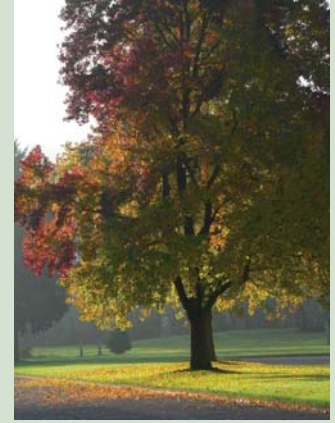
This high-visibility position is characterized by the Auditor's ability to provide fair and objective oversight of the police complaint process, build credibility among diverse audiences, and instill public confidence in the complaint system. The responsibilities of the Police Auditor are broad in scope and require the highest degree of professional, independent judgement, personal integrity, and accountability. The Auditor performs work that is highly complex, and often involves issues that are sensitive and confidential.

The ideal candidate will possess the following characteristics and abilities:

- Model the highest standards of honesty and integrity.
- Make sound and well-informed decisions affecting multiple stakeholders.
- Commit to action when dealing with pressure and ambiguity of complex, controversial issues and situations.
- Communicate effectively orally and in writing with a variety of cross-cultural audiences.
- Creatively solve problems using superior analytical ability.
- Respond in an objective, professional, and credible manner in highly-charged situations.
- Apply impartiality and demonstrate fairness and diplomacy under the most difficult of circumstances.
- Establish and maintain highly effective working relationships with diverse individuals and groups.
- Fluency in Spanish is desirable.

The Council is seeking a candidate who is willing to make a long-term commitment to Eugene.





Qualifications

The Police Auditor must have five years of progressively responsible experience overseeing and performing administrative investigations and performing program development, analysis, and complex professional staff support, preferably in the public sector.

A Bachelor's degree from an accredited college or university in public administration, business administration, human resources, criminal justice, or a related field is required. A Master's degree or Juris Doctorate from an accredited university is desirable.

Additional Requirements

Candidates for this position are subject to a background investigation.

Candidates for this position may not have worked for the Eugene Police Department as an employee within the past twenty years. In addition, candidates should have no other prior relationship with the Department that might create actual or perceived bias for or against the Department or Eugene Police Officers. Candidates will be required to disclose prior employment, contracts, and affiliations with the Department.

Compensation & Benefits

The annual salary range for this position is \$79,040-\$98,508. Upon eligibility, the salary with the City's contribution of the employee portion of retirement and 2% deferred compensation will be \$85,363-\$106,390.

Upon eligibility, the City will contribute an employee contribution of 6%, as well as the employer contribution to a retirement program administered by the Oregon Public Employees' Retirement System (PERS). In addition, the City will pay a 2% contribution to a deferred compensation program if the employee contributes at least 1%.

The competitive benefit package includes:

- Comprehensive Health, Dental, and Vision insurance
- Life and Long-term Disability insurances
- Generous Vacation and Sick Leave
- Ten Paid Holidays
- Transportation and Cell Phone Allowance of \$300

The City will assist the candidate with moving and relocation expenses.

Application and Selection Process

Interested candidates should submit a resume, a cover letter explaining how they have obtained the unique combination of experiences and abilities needed for this position, current salary, and six work-related references by April 28, 2006 to:



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Human Resource and Risk Services
Police Auditor
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Eugene, OR 97401
(541) 682-5061
TTY (541) 682-5674
www.eugene-or.gov

E-mail: PoliceAuditor@ci.eugene.or.us

Confidential inquiries welcomed by calling Helen Towle, Human Resource Manager, at (541) 682-5110 or Lynn Stimson, Recruitment and Selection Manager at (541) 682-5765.

The City of Eugene is committed to a work environment which values the cultural, educational, and life experience of each employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. As part of our commitment to diversity, the City continues to be an affirmative action/equal opportunity employer. Women, people with disabilities, and persons of color are strongly encouraged to apply.

The City of Eugene complies with the Americans with Disabilities Act of 1990. Any applicant with a qualified disability under the Americans with Disabilities Act may request accommodation by contacting Lynn Stimson at (541) 682-5765.

In compliance with the Immigration Reform and Control Act of 1986, the City of Eugene will request all eligible candidates who accept employment with the City to provide documentation to prove they are eligible for employment in the United States.